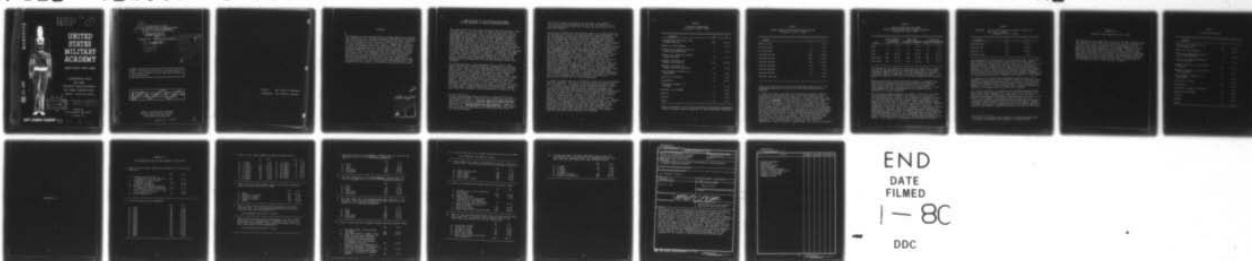


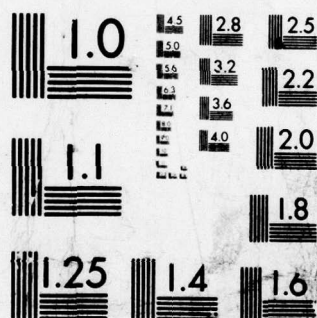
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A RESEARCH NOTE
ON THE
CIVILIAN OCCUPATIONS
OF USMA GRADUATES
(A PRODUCT APPRAISAL REPORT)

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A RESEARCH NOTE ON THE
CIVILIAN OCCUPATIONS OF USMA GRADUATES
(A PRODUCT APPRAISAL REPORT)

14 DBL 01-73-011
Project Number 102

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Prepared by: Dr. Richard P. Butler

11 November 1972

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U.S. DEPARTMENT OF THE ARMY
OFFICE OF THE ADJUTANT GENERAL
WASHINGTON, D.C. 20315

REPORT OF THE ADJUTANT GENERAL

Prepared by: SP7 Felton M. Cameron

ADJUTANT GENERAL

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OFFICE OF THE ADJUTANT GENERAL
WASHINGTON, D.C. 20315

ABSTRACT

The purposes of this research were to obtain some basic information concerning the civilian employment experiences of graduates from the Classes of 1950-1965, to determine the value of USMA's and the Military Service's education and training for their civilian employment experiences, and to compare their responses to those of graduates from the Classes of 1920-1949, who were asked the same questions in a prior survey. It was found that the USMA graduates from both surveys were employed in a wide variety of civilian occupations and have fairly decent incomes from these jobs. The graduates also feel that the education and training received at USMA and while in the service are valuable and transferrable to their civilian occupations. A solid majority of the respondents would once again attend USMA if they could do it over. Similarities and differences in the responses of the Classes of 1950-1965 and 1920-1949 are noted.

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A RESEARCH NOTE ON THE CIVILIAN OCCUPATIONS
OF USMA GRADUATES (A PRODUCT APPRAISAL REPORT)

What type of job did you obtain when you left the service? What is your salary? How much value is USMA and Military Service training and education for you in your civilian job? Was it worthwhile to go to USMA? These and several other questions were asked of graduates from the Military Academy, Classes of 1950-1965, who are now in civilian life. Answers to these questions are important, since more than 85% of graduates who leave active duty will seek some kind of civilian employment. The purposes of the survey, which was sent out in June of 1971, were to follow-up the graduates to obtain some basic information in regard to their civilian employment, and to determine the value of USMA's and the Military Service's education and training for their civilian employment situation. It was also intended to provide follow-up data on a survey of the Classes of 1920-1949.¹ As such, the survey was peripheral to a much larger project called Product Appraisal, which has as its goal the determination and evaluation of how USMA develops future Army officers.

The survey was sent to 800 graduates now in civilian life. Usable returns were received from 611 respondents, a response rate of 76%. Only 13 of the respondents (from Classes in the early 1950's) indicated that they had been on active duty for 20 years or more, thus making the service a full career and being eligible for voluntary retirement benefits. These individuals were excluded from the analysis because this report concerns only those respondents not making the service a full career. Three hundred and thirty-nine graduates stated that they were on active duty for 5 years or less, and 241 had remained on active duty for 6 to 19 years. Of course, none of the later classes had graduates serving anywhere near 19 years of active duty. However, graduates from the earlier classes were sprinkled throughout the two categories (5 years or less

¹A much larger questionnaire was sent to graduates from the Classes of 1920-1949. Results of this survey can be found in two reports: Butler, R. Civilian Careers of USMA Graduates. Office of Institutional Research, USMA, West Point, NY, 1972; and Butler, R. Second Careers for West Pointers. Assembly, 1972, 21, 16. See Appendix A for questions that were similar for the survey of the Classes of 1920-49 and the survey of the 1950-65 Classes.

and 6 to 19 years) of years of active duty. For purposes of brevity in the presentation of results, the replies of all the respondents with less than 20 years of active duty will be analyzed together.

One of the findings that may surprise some is the wide diversity of occupations in which the USMA graduates found employment. Of the 58 possible occupations listed, only 11 were not selected. The 58 occupations, following the U.S. Census Classification, were collapsed into 14 major categories and appear in Table 1, along with the number and percent of respondents in each category. By far, the most often selected category was "Professional, technical, and kindred workers." Thirty separate occupations made up this category and all but six were utilized, indicating that the respondents were employed professionally and technically in many different occupations. The second most often selected category was "Manager, official, or proprietor-salaried." Here all four occupations were listed. A scattering of responses occurred throughout the remaining categories, except for "Operative and kindred" and "Service", which were not listed by any of the respondents. It should be noted that only one occupation made up the last five categories, and these have the same name as their corresponding category. Overall, it appears that very few of the respondents were in the so-called lesser skilled occupations. These findings are not very different from those obtained from the survey of the Classes of 1920-1949 (see Appendix A for responses). The most significant difference in the results of the two surveys appears to be that ten percent more of the graduates from the Classes of 1950-1965 are professional, technical, or kindred employees.

In order to obtain data on the financial status of the respondents, they were asked to list their salaries from their present full-time civilian job. A summary of the responses appears on Table 2. The modal salary range was from \$15,000 to \$21,999. The second and third most often selected categories bordered on the mode and were \$22,000-\$29,999 and \$10,000-\$14,999 respectively. Only four individuals out of the 542 who answered this question earned less than \$7,000. Eighty-seven earned \$30,000 or more, and five reported annual salaries of \$100,000 or over. In general, there seems to be a greater range in the salaries of graduates from the Classes of 1920-1949 (see Appendix A). However, no decisive conclusions can be drawn from these data since only those who were employed full-time were asked to answer this question from the Classes of 1950-1965, and respondents from the Classes of 1920-1949 included both full and part-time employees and also those who were not working at the present time but were previously employed as civilians.

TABLE 1
CIVILIAN OCCUPATIONS
(Classes of 1950 - 1965)

CATEGORY	N*	%
Professional, technical, and kindred workers	259	46.42
Farmer or farm manager	4	0.72
Official or inspector-local or state administration	2	0.36
Official or inspector-federal administration	12	2.15
Manager, official, or proprietor-salaried	164	29.39
Manager, official, or proprietor-self-employed	27	4.84
Other manager, official, or proprietor	16	2.87
Clerical or kindred	2	0.36
Salesworker	57	10.22
Craftsman, foreman, or kindred	1	0.18
Operative or kindred	0	0.00
Service	0	0.00
Laborer	2	0.36
Other	12	2.15

*The N's may differ for the various tables because some respondents failed to answer certain questions or gave non-usable responses.

TABLE 2
ANNUAL SALARY FROM FULL-TIME CIVILIAN JOB
(Classes of 1950 - 1965)

SALARY	N	%
Under \$3,000	2	0.37
\$3,000-\$6,999	2	0.37
\$7,000-\$9,999	15	2.77
\$10,000-\$14,999	102	18.82
\$15,000-\$21,999	221	40.77
\$22,000-\$29,999	113	20.85
\$30,000-\$39,999	49	9.04
\$40,000-\$49,999	17	3.14
\$50,000-\$99,999	16	2.95
\$100,000 and over	5	0.92

Judging from the results of the two questions asked so far, the respondents appear to be fairly well-off socio-economically speaking.

To assess the part that USMA and the Military Service training and education contributed to their civilian occupation, the respondents were asked three questions. The first concerned the value of the academic training received at USMA to the respondents' civilian occupations. A vast majority of the graduates, 93%, stated that the academic training was either good, very good, or excellent in relation to their civilian occupations (see Table 3 for a summary of the responses to this and the next two questions). The second question pertained to the value of all the non-academic training received at USMA to the respondents' civilian occupations. The answers were similar to those of the preceding question, with the exception that "only" 87 percent stated that the value was either good, very good or excellent. The third question asked how much value the post-USMA or officer service, education, experience, and training were in regard to their civilian occupations. Here, 81 percent choose good, very good, or excellent.

TABLE 3
VALUE OF USMA AND POST-USMA
SERVICE EXPERIENCES TO CIVILIAN OCCUPATION
(Classes of 1950 - 1965)

VALUE	USMA ACADEMIC TRAINING		USMA NON- ACADEMIC TRAINING		POST-USMA SERVICE-EXPERIENCE	
	N	%	N	%	N	%
Poor	3	0.53	4	0.71	10	1.77
Fair	36	6.36	68	12.04	97	17.14
Good	163	28.80	131	23.18	191	33.74
Very Good	206	36.40	179	31.68	158	27.92
Excellent	158	27.92	183	32.39	110	19.43

The trends for the Classes of 1950-1965 and 1920-1949 in regard to each of the questions are essentially the same. The major difference appears to be that, for post-USMA Service experience, 10 percent more of graduates from the 1920-1949 attribute excellent value to it for their civilian occupation (see Appendix A).

Examining the above three questions together, it appears that even though the education and training received at USMA and later as officers are directed primarily at increasing an individual's ability to function as a military officer, a very large segment is also transferrable and valuable to the graduate's civilian occupation.

As an overall summary question in regard to the value of USMA, the respondents were asked "If you could do it over again, would you have gone to USMA?" The responses are shown in Table 4. Seventy-eight percent would definitely or probably go to USMA if they could do it over again. Only three percent would definitely not go, and 19 percent probably would not go. Without comparing these results with those from other colleges, it is impossible to make any definitive statement on what these results really mean. However, since the respondents were composed of graduates who did not pursue a complete career in the occupation that USMA prepared them for, it is probably safe to say that the results would have been even more favorable had graduates who made the Military Service their full careers been included in the sample. The responses of graduates from the 1920-49 Classes

TABLE 4

QUESTION: "If you could do it over again, would you
have gone to USMA?"
(Classes of 1950 - 1965)

RESPONSE	N	%
Yes-Definitely	272	47.22
Probably Yes	176	30.56
Probably No	109	18.92
No-Definitely	19	3.30

(see Appendix A) indicate that a greater percentage, 74 percent, would definitely go to USMA if they could do it over again. This percent is considerably greater than the 47 percent from the 1950-65 Classes. Whether or not this difference represents a decrease in the overall value of USMA for the later classes is difficult to say.² However, this difference is somewhat counter-balanced by the 31 percent from the 1950-65 Classes, compared to 16 percent from the 1920-49 Classes, who answered "Probably Yes" that they would have gone to USMA if they could do it over again.

In addition to the questions discussed, several others were included in the survey of the 1950-65 Classes for several rather specific purposes; purposes which do not relate to the present report and, therefore, were not discussed. These questions and answers, along with those discussed, can be found in Appendix B. Questions 12 through 15 are of particular interest.

In overall conclusion, it appears that the USMA graduates from both surveys were employed in a wide variety of civilian jobs, have fairly decent incomes from these jobs, feel that the education and training received at USMA and while in the Military Service are valuable and transferrable to their civilian occupations, and the solid majority would definitely or probably once again attend USMA if they could do it over again. However, a smaller proportion of graduates from the Classes of 1950-65 than from the 1920-49 Classes would definitely attend USMA again.

²The Office of Institutional Research is currently conducting a study to investigate this finding in greater detail.

APPENDIX A

SURVEY OF THE CLASSES OF 1920 - 1949

The questions in this appendix were asked of USMA graduates from the Classes of 1920-1949. The survey was sent out in March of 1971 and the results of questions that overlapped with the questions that were discussed in the present report are listed below so that rough comparisons can be made. Although there were many respondents with more than 20 years of active duty, only those with less than 20 years were utilized for comparison purposes in the tables listed below. The questions, along with other questions that did not overlap with the questions asked of graduates from the Classes of 1950-1965, are discussed in the two reports cited in the footnote on page 1.

TABLE 1
CIVILIAN OCCUPATIONS

CATEGORY	N	%
Professional, technical, and kindred workers	124	36.36
Farmer, or farm manager	3	0.88
Official or inspector-local or state administration	3	0.88
Official or inspector-federal administration	9	2.64
Manager, official, or proprietor- salaried	117	34.31
Manager, official, or proprietor- self-employed	31	9.09
Other manager, official, or proprietor	16	4.69
Clerical or kindred	2	0.59
Salesworker	24	7.04
Craftsman, foreman, or kindred	1	0.29
Operative or kindred	0	0.00
Service	1	0.29
Laborer	1	0.29
Other	9	2.64

TABLE 2

ANNUAL SALARY FROM PRESENT OR LAST CIVILIAN JOB*

SALARY	N	%
Under \$3,000	6	1.72
\$3,000-6,999	12	3.45
\$7,000-10,999	17	4.88
\$11,000-14,999	39	11.21
\$15,000-21,999	73	20.98
\$22,000-29,999	70	20.11
\$30,000-39,999	54	15.52
\$40,000-49,999	28	8.04
\$50,000-99,999	38	10.92
\$100,000 and over	11	3.16

*Strictly speaking, this question is not equivalent to the one asked of the Classes of 1950-1965 because the response salary categories are slightly different, and because the above question included full and part-time employees and also those respondents who were not working at the present time but used to be employed as a civilian.

TABLE 3
VALUE OF USMA AND POST-USMA
SERVICE EXPERIENCES TO CIVILIAN OCCUPATION

VALUE	USMA ACADEMIC TRAINING		USMA NON- ACADEMIC TRAINING		POST-USMA SERVICE EXPERIENCE	
	N	%	N	%	N	%
Poor	3	0.84	2	0.56	2	0.57
Fair	17	4.75	54	15.04	51	14.53
Good	95	26.54	98	27.30	100	28.49
Very Good	117	32.68	90	25.07	93	26.50
Excellent	126	35.20	115	32.03	105	29.91

TABLE 4
QUESTION: "IF YOU COULD DO IT OVER AGAIN,
WOULD YOU HAVE GONE TO USMA?"

RESPONSES	N	%
Yes - definitely	264	73.74
Probably yes	57	15.92
Probably no	24	6.70
No - definitely	13	3.63

APPENDIX B

APPENDIX B

QUESTIONNAIRE SENT TO THE CLASSES OF 1950-1965

1. What is your current status with respect to the military service?

	<u>N</u>	<u>%</u>
a. Resigned and maintain no connection with the service.	395	70.04
b. Separated or retired for medical reasons.	31	5.50
c. Retired voluntarily.	1	0.18
d. Resigned but maintain Reserve or National Guard Commission.	126	22.34
e. Retired mandatorily (e.g., age or years of service.	0	0.00
f. Other separation.	11	1.95

2. In which class did you graduate?

	<u>N</u>	<u>%</u>
a. 1950	36	6.23
b. 1951	28	4.84
c. 1952	34	5.88
d. 1953	38	6.57
e. 1954	58	10.03
f. 1955	30	5.19
g. 1956	21	3.63
h. 1957	32	5.54
i. 1958	35	6.06
j. 1959	29	5.02
k. 1960	35	6.06
l. 1961	35	6.06
m. 1962	41	7.09
n. 1963	76	13.15
o. 1964	28	4.84
p. 1965	22	3.81

3. What is your total number of years of active duty?

	<u>N</u>	<u>%</u>		<u>N</u>	<u>%</u>
a. 1 year	1	0.17	k. 11 years	15	2.59
b. 2 years	6	1.03	l. 12 years	10	1.72
c. 3 years	114	19.66	m. 13 years	6	1.03
d. 4 years	100	17.24	n. 14 years	3	0.52
e. 5 years	118	20.34	o. 15 years	2	0.34
f. 6 years	80	13.79	p. 16 years	3	0.52
g. 7 years	43	7.41	q. 17 years	0	0.00
h. 8 years	23	3.96	r. 18 years	1	0.17
i. 9 years	31	5.34	s. 19 years	0	0.00
j. 10 years	24	4.14			

4. What is your present highest level of civilian education, other than that received at USMA?

	<u>N</u>	<u>%</u>
a. None	222	38.61
b. Bachelor's Degree	42	7.30
c. Master's Degree	195	33.91
d. Doctor's Degree	64	11.13
e. Other	52	9.04

5. What is your annual salary from your present full-time civilian job? (If not presently employed full-time as a civilian then skip this question.)

For responses see Table 2, Page 4

6. What is your present civilian occupation, or last civilian occupation if not working at the present time? (Use two digit code from attached sheet; skip this question if you have never held civilian employment.)

For responses see Table 1, Page 3

7. How much value has the academic training that you received at USMA been to you in your civilian occupation?

	<u>N</u>	<u>%</u>
a. Poor	3	0.53
b. Fair	36	6.36
c. Good	163	28.80
d. Very good	206	36.40
e. Excellent	158	27.92

8. How much value has all the non-academic training that you received at USMA been to you in your civilian occupation?

	<u>N</u>	<u>%</u>
a. Poor	4	0.71
b. Fair	68	12.04
c. Good	131	23.18
d. Very good	179	31.68
e. Excellent	183	32.39

9. How much value has your service experience, education, and training, other than that received at USMA, been to you in regard to your civilian occupation?

	<u>N</u>	<u>%</u>
a. Poor	10	1.77
b. Fair	97	17.14
c. Good	191	33.74
d. Very good	158	27.92
e. Excellent	110	19.43

10. What is your opinion of USMA's general overall program today?

	<u>N</u>	<u>%</u>
a. Not applicable, I am not well informed.	184	32.00
b. Just about what it ought to be.	239	41.56
c. Ought to have more emphasis on duty and character building (discipline, responsibility, integrity, etc.) in contrast to academic training.	66	11.48
d. Ought to have more emphasis on academic training in contrast to duty and character building.	38	6.61
e. It is out of touch with modern society - substantial changes needed.	48	8.35

11. If you could do it over again would you have gone to USMA?

For responses see Table 4, page 6

12. Upon graduation, cadets are required to serve 5 years on active duty. What do you think this requirement should be?

	<u>N</u>	<u>%</u>
a. Less than 3 years.	28	4.87
b. Three years.	198	34.43
c. Four years.	182	31.65
d. Five years.	146	25.39
e. More than 5 years.	21	3.65

13. What is the greatest problem facing the services today?

	<u>N</u>	<u>%</u>
a. Dissent (e.g., anti-authority attitudes).	170	29.93
b. Drug abuse.	14	2.46
c. Racial problems.	9	1.58
d. Unnecessary or unimportant tradition or requirements that irritate the servicemen.	57	10.04
e. Lack of professionalism in officer corps.	72	12.68
f. Bad public image.	110	19.37
g. Other (specify on reverse side).	136	23.94

14. What is the minimum annual bonus that you think would have been effective in retaining you on active duty for one additional year beyond your initial obligation?

	<u>N</u>	<u>%</u>
a. Less than \$1,300	7	1.22
b. \$1,300 to 2,399	21	3.68
c. \$2,400 to 3,599	41	7.18
d. \$3,600 to 4,800	16	2.80
e. More than \$4,000	25	4.38
f. Do not feel bonus would have been effective.	461	80.74

15. In your own case, how many additional years would you have remained on active duty if an appropriate bonus had been paid for each additional year of active duty?

	<u>N</u>	<u>\$</u>
a. 1 year	13	2.28
b. 2 years	14	2.45
c. 3 years	7	1.22
d. 4 years	1	0.18
e. 5 years or more	66	11.56
f. Bonus not effective	470	82.31

UNCLASSIFIED

Security Classification

DOCUMENT CONTROL DATA - R & D

(Security classification of title, body of abstract and indexing annotation must be entered when the overall report is classified)

1. ORIGINATING ACTIVITY (Corporate author) Office of Institutional Research United States Military Academy West Point, New York 10996		2a. REPORT SECURITY CLASSIFICATION Unclassified	
3. REPORT TITLE A RESEARCH NOTE ON THE CIVILIAN OCCUPATIONS OF USMA GRADUATES (A PRODUCT APPRAISAL REPORT)		2b. GROUP	
4. DESCRIPTIVE NOTES (Type of report and inclusive dates)			
5. AUTHOR(S) (First name, middle initial, last name) Dr. Richard P. Butler			
6. REPORT DATE November 1972		7a. TOTAL NO. OF PAGES 21	7b. NO. OF REFS
8a. CONTRACT OR GRANT NO.		8b. ORIGINATOR'S REPORT NUMBER(S) OB1.01-73-011	
b. PROJECT NO. 102		8c. OTHER REPORT NO(S) (Any other numbers that may be assigned this report)	
c.			
d.			
10. DISTRIBUTION STATEMENT REPRODUCTION OF THIS DOCUMENT IN WHOLE OR IN PART MUST HAVE PRIOR APPROVAL OF THE SUPERINTENDENT, UNITED STATES MILITARY ACADEMY, WEST POINT, N.Y.			
11. SUPPLEMENTARY NOTES		12. SPONSORING MILITARY ACTIVITY United States Military Academy West Point, New York 10996	
13. ABSTRACT The purposes of this research were to obtain some basic information concerning the civilian employment experiences of graduates from the Classes of 1950-1965, to determine the value of USMA's and the Military Service's education and training for their civilian employment experiences, and to compare their responses to those of graduates from the Classes of 1920-1949, who were asked the same questions in a prior survey. It was found that the USMA graduates from both surveys were employed in a wide variety of civilian occupations and have fairly decent incomes from these jobs. The graduates also feel that the education and training received at USMA and while in the service are valuable and transferrable to their civilian occupations. A solid majority of the respondents would once again attend USMA if they could do it over. Similarities and differences in the responses of the Classes of 1950-1965 and 1920-1949 are noted.			

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14. KEY WORDS	LINK A		LINK B		LINK C	
	ROLE	WT	ROLE	WT	ROLE	WT
Product Appraisal Evaluation Civilian Careers USMA Graduates Value of USMA Training Value of Service Experience Classes of 1950-1965 Classes of 1920-1949 Graduate Survey						